

Department of Defense

CIVILIAN MANPOWER STATISTICS

June 30, 1999

*Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)*

FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Department of Defense (DoD).

CMS provides statistical information on the DoD civilian work force, with the exception of personnel of the National Security Agency, Defense Intelligence Agency, National Imagery and Mapping Agency (including employees of the former Defense Mapping Agency), and personnel paid from nonappropriated funds. It is produced primarily from an integrated database developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY

This publication is no longer available in a bound, printed edition. It can be obtained through the Internet either by accessing DefenseLINK or the DIOR web site (<http://web1.whs.osd.mil/mmids/pubs.htm>).

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - June 30, 1999**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	712,520	229,203	201,392	171,533	110,392
Direct Hire	674,655	211,154	190,576	164,937	107,988
Indirect Hire	37,865	18,049	10,816	6,596	2,404
Grand Total Employment	714,794	229,547	202,794	171,835	110,618
Direct Hire	676,929	211,498	191,978	165,239	108,214
Indirect Hire	37,865	18,049	10,816	6,596	2,404
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	25,571	25,570	0	1	0
Grand Total Employment	26,090	26,089	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	738,091	254,773	201,392	171,534	110,392
Direct Hire	700,226	236,724	190,576	164,938	107,988
Indirect Hire	37,865	18,049	10,816	6,596	2,404
Grand Total Employment	740,884	255,636	202,794	171,836	110,618
Direct Hire	703,019	237,587	191,978	165,240	108,214
Indirect Hire	37,865	18,049	10,816	6,596	2,404

a/ Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/ Includes Marine Corps civilian personnel.

c/ See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 95	30 SEP 96	30 SEP 97	30 SEP 98	30 APR 99	31 MAY 99	30 JUN 99
MILITARY FUNCTIONS	842,919	806,865	761,433	729,678	711,743	710,721	712,520
Direct Hire a/	800,583	766,539	721,567	691,289	673,597	672,615	674,655
Indirect Hire b/	42,336	40,326	39,866	38,389	38,146	38,106	37,865
Army	266,205	254,932	242,920	232,315	226,735	226,759	229,203
Direct Hire	243,200	234,390	223,258	213,616	208,678	208,731	211,154
Indirect Hire	23,005	20,542	19,662	18,699	18,057	18,028	18,049
Navy	247,760	231,436	215,068	206,854	201,201	200,935	201,392
Direct Hire	237,404	220,694	204,022	195,950	190,022	189,732	190,576
Indirect Hire	10,356	10,742	11,046	10,904	11,179	11,203	10,816
Air Force	186,545	183,542	179,016	172,642	168,004	168,561	171,533
Direct Hire	179,907	176,847	172,175	165,893	161,507	162,093	164,937
Indirect Hire	6,638	6,695	6,841	6,749	6,497	6,468	6,596
Other DoD Organizations c/	142,409	136,955	124,429	117,867	115,803	114,466	110,392
Direct Hire	140,072	134,608	122,112	115,830	113,390	112,059	107,988
Indirect Hire	2,337	2,347	2,317	2,037	2,413	2,407	2,404
CIVIL FUNCTIONS (All Direct Hire) a/	29,080	27,359	26,031	24,975	24,262	24,363	25,571
Army	29,079	27,358	26,030	24,974	24,261	24,362	25,570
Air Force	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	871,999	834,224	787,464	754,653	736,005	735,084	738,091
Direct Hire a/	829,663	793,898	747,598	716,264	697,859	696,978	700,226
Indirect Hire b/	42,336	40,326	39,866	38,389	38,146	38,106	37,865

a/ As reported officially to the Office of Personnel Management.

b/ Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/ See Glossary for a list of Other DoD Organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH LEVELS FISCAL YEARS 1950 - 1998

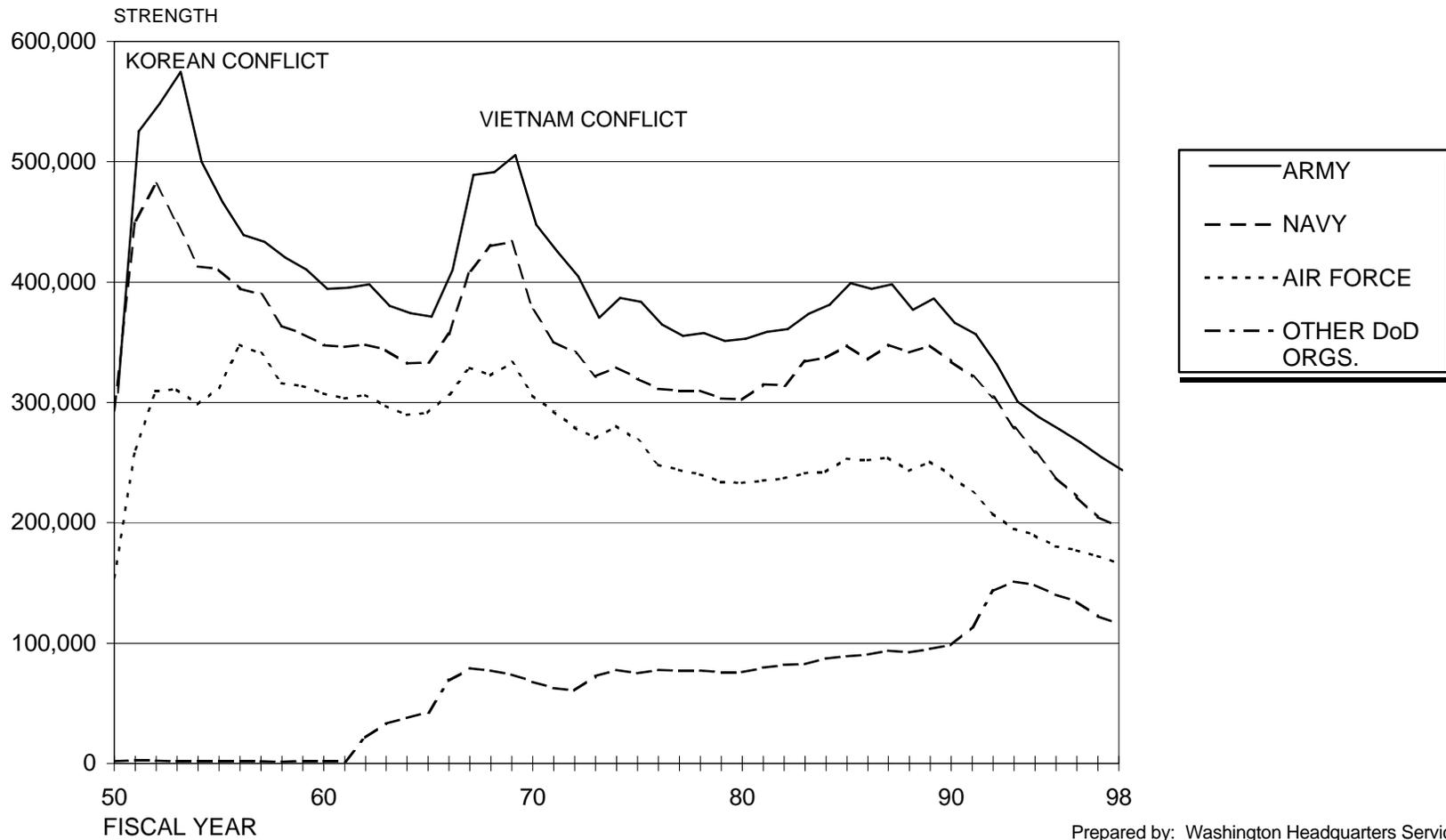


FIGURE 1

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DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - COMPONENT DETAIL FISCAL YEARS 1977 - 1998

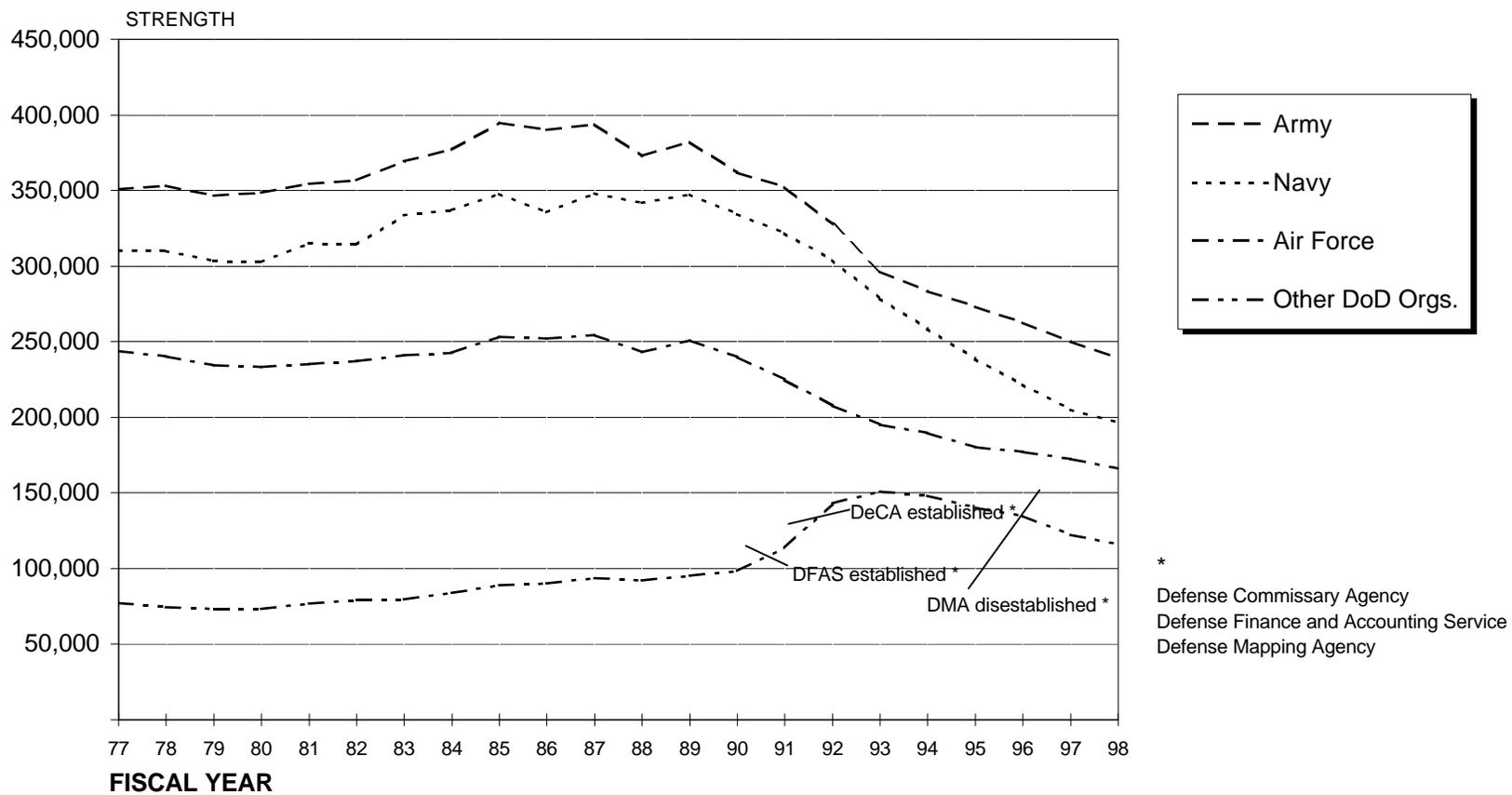


FIGURE 2

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TABLE 3

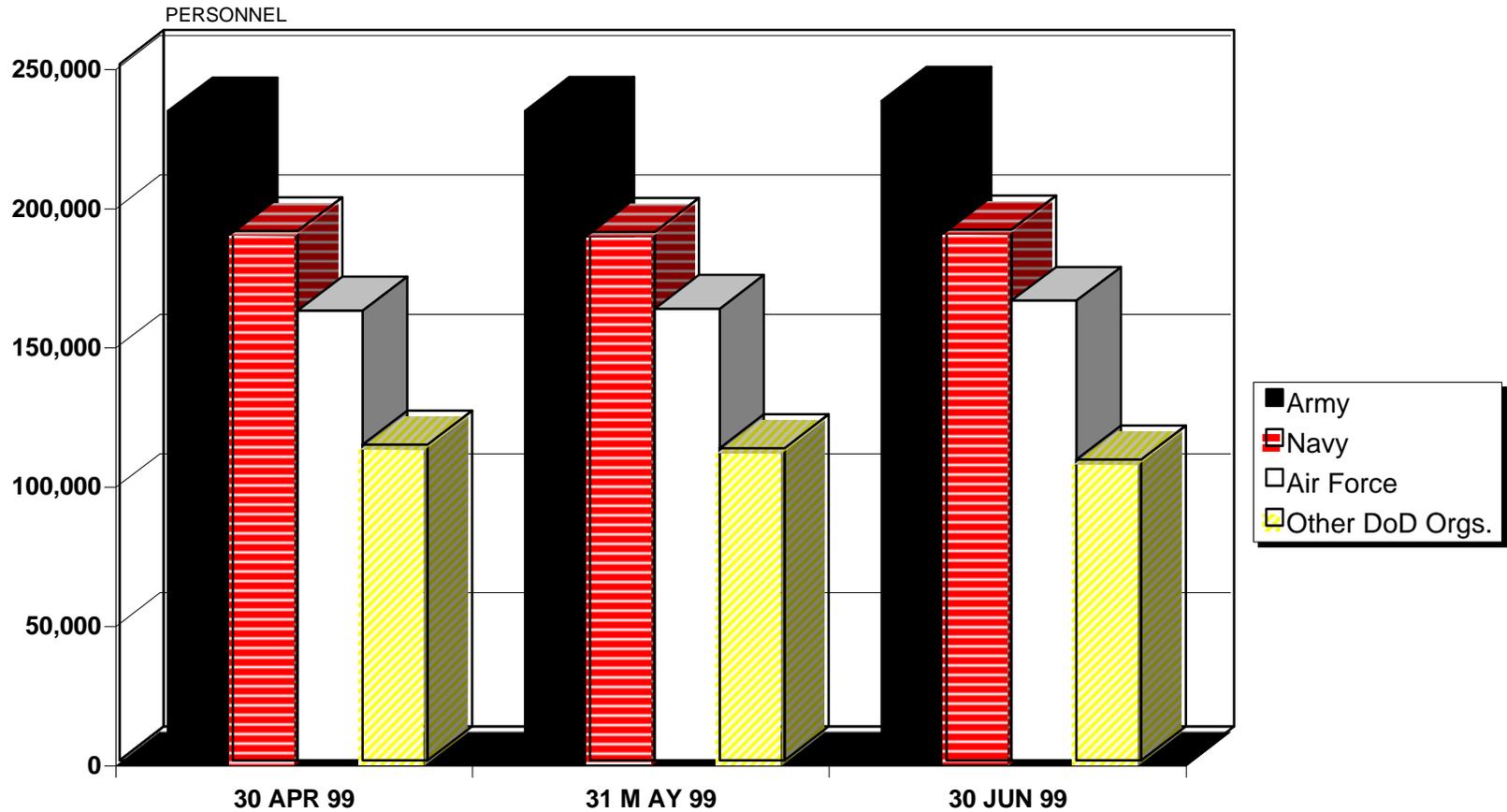
**DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling,
by Function and Defense Component**

FUNCTION/COMPONENT <i>a/</i>	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	APR 99	MAY 99	JUN 99	APR 99	MAY 99	JUN 99
MILITARY FUNCTIONS	673,597	672,615	674,655	613,316	612,019	604,882
Army	208,678	208,731	211,154	187,800	187,802	186,727
Navy	190,022	189,732	190,576	180,394	179,992	179,622
Air Force	161,507	162,093	164,937	149,157	148,483	147,395
OSD and Other DoD Orgs. Serviced by WHS <i>b/</i>	4,372	4,357	4,330	4,176	4,154	4,123
OSD (included above)	1,382	1,377	1,357	1,324	1,318	1,301
WHS (included above)	1,356	1,354	1,364	1,278	1,271	1,280
Other (see Table 4; included above)	1,634	1,626	1,609	1,574	1,565	1,542
DeCA	18,727	18,077	18,787	9,643	9,845	9,861
DCAA	3,929	3,456	3,893	3,810	3,447	3,800
DFAS	18,020	18,049	18,388	16,983	17,068	17,168
DHRA	704	710	706	687	690	683
DISA	6,087	6,114	6,127	5,875	5,869	5,838
DLA	40,185	40,075	39,823	39,410	39,260	38,973
DSS	2,464	2,415	2,472	2,346	2,355	2,410
DTRA	906	909	909	882	883	883
DoD IG	1,166	1,170	1,201	1,160	1,162	1,185
DoDEA	16,124	16,024	10,651	10,481	10,498	5,703
USUHS	706	703	701	512	511	511
CIVIL FUNCTIONS	24,262	24,363	25,571	22,331	22,353	22,434
Army	24,261	24,362	25,570	22,330	22,352	22,433
Air Force	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	697,859	696,978	700,226	635,647	634,372	627,316

a/ See the Glossary for Component names.

b/ See the Glossary for a list of organizations serviced by WHS.

DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



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FIGURE 3

TABLE 4

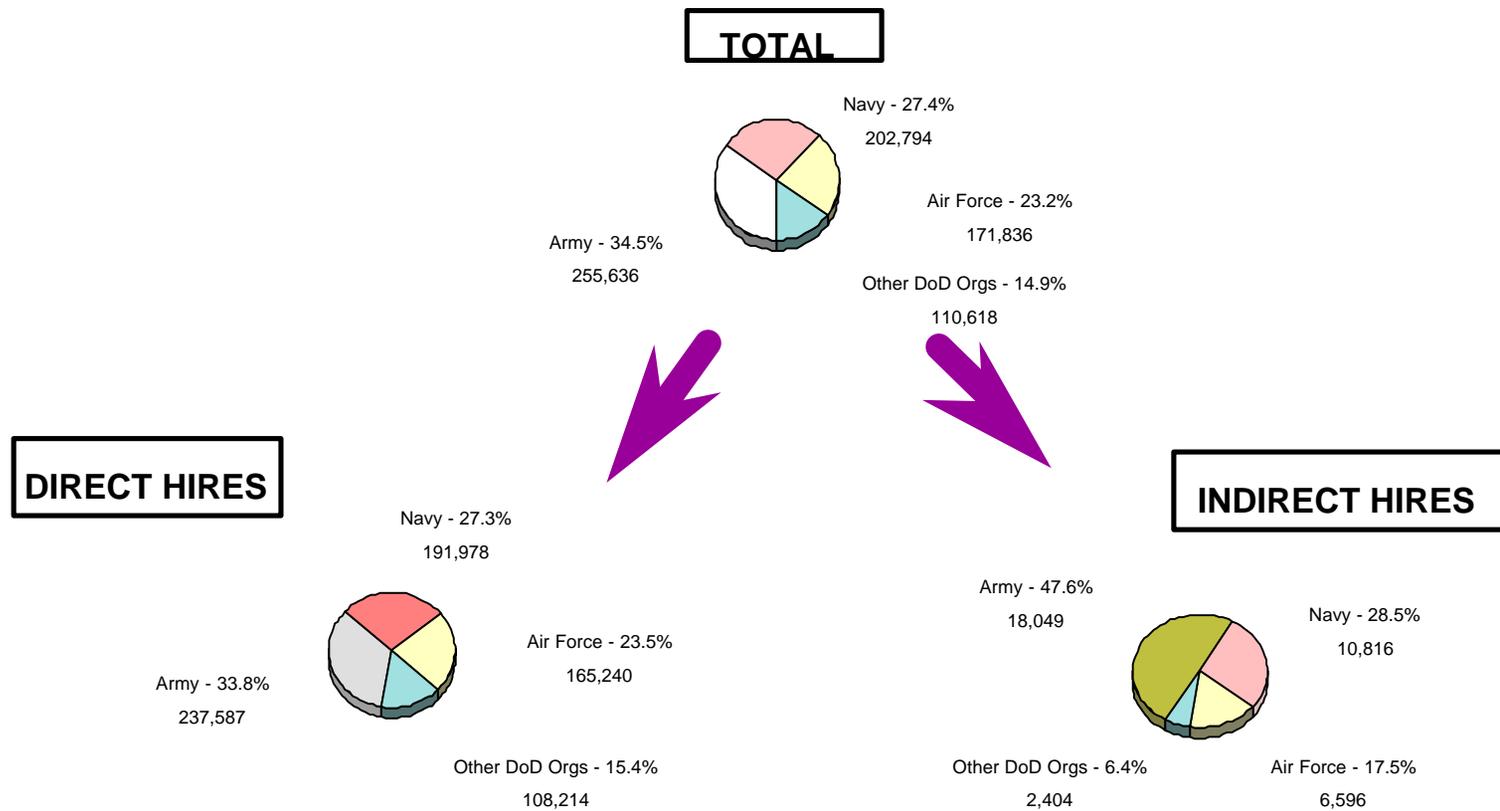
DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - June 30, 1999 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,357	1,357	0
The Joint Chiefs of Staff	195	195	0
Inspector General of the Department of Defense	1,202	1,201	1
U.S. Court of Appeals for the Armed Forces	59	59	0
Uniformed Services University of the Health Sciences	701	701	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	321	321	0
Defense Advanced Research Projects Agency	134	134	0
Defense Commissary Agency	20,062	18,787	1,275
Defense Contract Audit Agency	3,975	3,970	5
Defense Finance and Accounting Service	18,388	18,388	0
Defense Information Systems Agency	6,146	6,127	19
Defense Legal Services Agency	76	76	0
Defense Logistics Agency	40,648	39,826	822
Defense Security Cooperation Agency	120	120	0
Defense Security Service	2,472	2,472	0
Defense Threat Reduction Agency	909	909	0
DoD FIELD ACTIVITIES			
American Forces Information Service	307	307	0
Defense Human Resources Activity	707	707	0
Defense Prisoner of War/Missing Personnel Office	74	74	0
Department of Defense Education Activity	10,933	10,651	282
Office of Economic Adjustment	36	36	0
TRICARE Management Activity	112	112	0
TRICARE Support Office	175	175	0
Washington Headquarters Services	1,509	1,509	0
TOTAL	110,618	108,214	2,404

a/ Includes personnel not subject to former OMB ceiling control; direct hire figures may be different than Table 3 entries.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY DEFENSE COMPONENT, MILITARY AND CIVIL FUNCTIONS



AS OF JUNE 30, 1999

FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - June 30, 1999 a/**

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	703,019	237,587	191,978	165,240	108,214
By Status					
Full-Time	683,235	234,652	190,306	162,421	95,856
Part-Time	14,569	2,808	1,442	2,475	7,844
Intermittent	5,215	127	230	344	4,514
By Career Service Category					
Competitive	580,594	187,457	173,151	127,140	92,846
Excepted and SES	122,425	50,130	18,827	38,100	15,368
By Type of Appointment					
Permanent	638,993	211,500	181,651	148,516	97,326
Temporary/Indefinite	64,026	26,087	10,327	16,724	10,888
By Citizenship					
U.S. Citizens	686,508	228,255	188,785	162,380	107,088
Non-Citizens	16,511	9,332	3,193	2,860	1,126
By Labor Category					
Salaried	534,332	184,981	144,909	112,914	91,528
Wage Board	168,687	52,606	47,069	52,326	16,686

a/ Includes personnel not subject to former OMB ceiling control.

b/ See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - June 30, 1999 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	703,019	237,587	191,978	165,240	108,214
United States	648,158	211,681	182,264	157,176	97,037
By Location					
Washington, D.C., SMSA c/	65,725	19,626	25,574	5,702	14,823
Remainder of U.S.	582,433	192,055	156,690	151,474	82,214
By Labor Category					
Salaried	486,605	161,922	137,342	105,508	81,833
Wage Board	161,553	49,759	44,922	51,668	15,204
By Citizenship					
U.S. Citizens	647,775	211,415	182,190	157,163	97,007
Non-Citizens	383	266	74	13	30
U.S. Territories	5,864	1,237	2,411	766	1,450
By Labor Category					
Salaried	3,898	900	1,497	433	1,068
Wage Board	1,966	337	914	333	382
By Citizenship					
U.S. Citizens	5,859	1,235	2,410	765	1,449
Non-Citizens	5	2	1	1	1
Foreign Countries	48,997	24,669	7,303	7,298	9,727
By Labor Category					
Salaried	43,829	22,159	6,070	6,973	8,627
Wage Board	5,168	2,510	1,233	325	1,100
By Citizenship					
U.S. Citizens	32,874	15,605	4,185	4,452	8,632
Non-Citizens	16,123	9,064	3,118	2,846	1,095

a/ Includes personnel not subject to former OMB ceiling control.

b/ See the Glossary for a list of the Other DoD Organizations.

c/ See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - June 30, 1999**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	587	530	12	2	43
FINLAND	1	0	0	0	1
GERMANY	15,201	11,882	0	2,357	962
GREECE	18	5	11	2	
HAITI	2	0	0	0	2
ITALY	4	0	3	0	1
JAPAN	18,362	3,213	9,752	4,233	1,164
KOREA	2,183	2,180	0	0	3
LUXEMBOURG	11	11	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	252	218	0	2	32
PORTUGAL	1	0	0	0	1
SINGAPORE	3	0	0	0	3
SPAIN	1,098	0	1,038	0	60
THAILAND	1				1
UNITED KINGDOM	139	10	0	0	129
TOTAL	37,865	18,049	10,816	6,596	2,404

a/ See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Former OMB Ceiling Employment. Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OTHER DoD ORGANIZATIONS

- * Office of the Secretary of Defense (**OSD**)
- * Joint Chiefs of Staff (**JCS**)
Inspector General of the Department of Defense (**DoD IG**)
- * U.S. Court of Appeals for the Armed Forces
Uniformed Services University of the Health Sciences (**USUHS**)

Department of Defense Agencies:

- * Ballistic Missile Defense Organization (**BMDO**)
- * Defense Advanced Research Projects Agency (**DARPA**)
Defense Commissary Agency (**DeCA**)
Defense Contract Audit Agency (**DCAA**)
Defense Finance and Accounting Service (**DFAS**)
Defense Information Systems Agency (**DISA**)
- * Defense Legal Services Agency (**DLSA**)
Defense Logistics Agency (**DLA**)
- * Defense Security Cooperation Agency (**DSCA**)
Defense Security Service (**DSS**)
Defense Threat Reduction Agency (**DTRA**)

Department of Defense Field Activities:

- * American Forces Information Service (**AFIS**)
- ** Defense Human Resources Activity (**DHRA**)
- * Defense Prisoner of War/Missing Personnel Office (**DPMO**)
Department of Defense Education Activity (**DoDEA**)
- * Office of Economic Adjustment (**OEA**)
- * TRICARE Management Activity (**TMA**)
- * TRICARE Support Office (**TSO**)
- * Washington Headquarters Services (**WHS**)

NOTE: * Organizations serviced by WHS.
** Organizations serviced by DLA and DISA.

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)